

**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

T No. 5355 of 1995

**IN THE MATTER OF** an application by the  
Minister for Public Sector Management to  
vary the Tasmanian Ambulance Service  
Award

re definitions and salaries

COMMISSIONER GOZZI

HOBART, 24 February 1995

**TRANSCRIPT OF PROCEEDINGS**

Unedited

5 COMMISSIONER GOZZI: Yes, we've had, I believe, some very useful discussions off the record going through the application. And just a couple of matters from a procedural point of view. The definitions, I think, are going to be re-examined in the context of trying to get some uniform language into the definitions, having regard to what's already in the award. And the definitions will subsequently be circulated through the ambulance - HSUA membership, the relevant membership.

10 The other aspect of it goes to the need - and I know you intended to do this - .... to establish properly the rates of pay on the basis of work-value considerations. It's my understanding that you're going to amend the application in one form or another. Also when you're looking at the definitions, I think, some of them probably, or one of them, at least, can be left off, and that goes to the Director of Ambulance Services.

15 Again with the definitions, I would appreciate if you considered, at least, whether it was worthwhile defining accreditation in the award, or otherwise. And finally, in respect of the end salaries that go in the award at this time, I think you should provide submissions to the commission which indicate the worth of the work that you consider is appropriate, the rate of pay for the work, that is going to be performed. And we can put the rate in the award less whatever is determined, less the outstanding state wage agreement component. So if it's 5 per cent outstanding, say, for argument's sake, well at the end of - we'll put the rate that we've determined, less 5 per cent, in the award.  
20 That will then allow uniform adjustment of the award at the appropriate time later this year.

25 And maybe what you ought to do is to show in your draft the full work-value rates as you see them, and the rates that should go into the award. And then - but your arguments in respect to work value should then be directed to the full worth of the work. And I think we've covered adequately the need to - covered adequately in conference, that is, the need to establish those rates on proper criteria. And as I've said before, I think you've got that.

30 If there's a need between now and when we've got this hearing adjourned to, the 30th March at 10.30 in the morning - if there's a need to have some private time before that, well you can let me know.

So I'll adjourn the proceedings to March. Thank you.

**HEARING ADJOURNED**